

## ONECOM LIMITED GENDER PAY GAP REPORT 2022

During the 2022 reporting period we saw movement in our talent, due to an industry wide characteristic of large tech offering above market salaries causing some people holding key positions leaving to seek out other roles in some instances those with longer lengths of service left the company, which has had a subsequent impact on our pay quartiles. – a trend we know was felt across the whole sector during 2022, and likely attributed to a post-pandemic effect. Nevertheless, our overall attrition has significantly improved in recent years, and our gender pay gap has, and continues to improve.

This year our mean gender pay gap and gender bonus gap was calculated as 28.85% (a decrease from our 2021 figure of 35.72%). Our gender bonus gap was calculated as 62.98% (a decrease from our 2021 figure of 64.36%). Whilst we're pleased to see this improvement, we know this still shows that the average hourly pay for female employees is lower than the average hourly pay for male employees. We attribute this as a consequence of more men than women holding senior or specialist higher-paid roles, as well as those in sales roles which have the ability to earn commission.

As well as a shift in our workforce, we also experienced our own baby boom during the reporting period, with many of our long-standing, successful sales employees taking maternity leave. Of all the people who were on maternity leave during the reporting period April 2021 – April 2022, we were thrilled to welcome back 87.5% of them. 36% of this group went on to achieve promotions to senior positions.

We regularly review our progress and focus on how we support women to thrive in their careers with Onecom, taking a proactive approach to address the imbalance over time. Such initiatives include a "tech IT sales apprentice" graduate recruitment program that saw 60% of the roles appointed being women, in addition, thanks to our membership and involvement with Tech She Can, we nominated 10 of our existing female team members into their scheme with Multiverse offering degree level apprenticeships to our female talent focussing on STEM subjects.

To compliment these ongoing initiatives we have introduced new offerings to our people to ensure that we continue our efforts to drive inclusion and equity to our workforce. We introduced a series of workshops for our people focussing on routes to parenthood, reproductive health and wellbeing, with topics covering perinatal mental health, infertility, lifestyle choices and menopause.

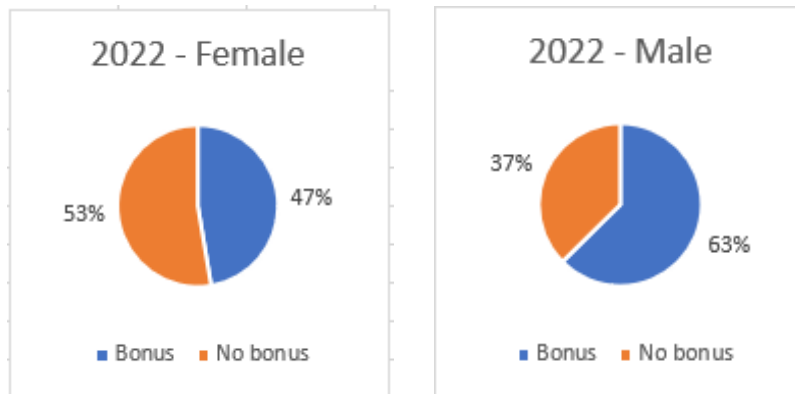
Our ability to offer employees the ability to work from their place of choice has also developed, with remote hiring becoming second nature during the recruitment process. Finally, we have launched the next phase of our mentoring programme to support our people achieve their career goals. These initiatives aim to support the retention of all our people, but particularly our female talent, within Onecom as well as enable progression into senior and specialist higher-paid roles.

### GENDER PAY & BONUS GAP

Difference between male and female	Gender Pay Gap		Gender Bonus Gap	
	Median Middle	Mean Average	Median Middle	Mean Average
2022 report	27.24%	28.85%	69.85%	62.98%
2021 report	26.24%	35.72%	73.96%	64.36%

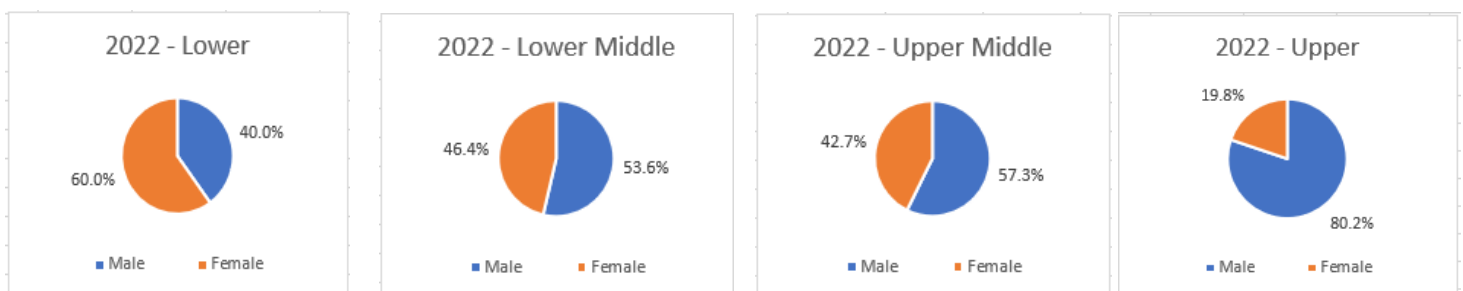
We recognise that there is an underrepresentation of women in our industry, however we are pleased to have made significant progress since 2017, reducing the pay gap by 7.87%. We have also seen an increase in the number of females in leadership roles by 2% since April 2021 and 57.1% of all promotions have been achieved by women.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS



We saw a 45.5% reduction in the proportion of employees receiving a bonus payment compared to 2021. Of the 31.7% who received a bonus in 2022, 64.73% were female. 55% of the overall total worked in sales roles where there is greater potential to earn commission and 25.5% were eligible to earn a regular KPI bonus. We are committed to supporting the wellbeing of our workforce and acknowledge that many people continue to struggle financially amidst the cost of living increasing. We have reviewed and developed our wellbeing offering and have introduced a range of initiatives targeted at financial well-being and planning to support everyone.

### DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILES



We have seen a reduction in the number of female employees within our two highest pay quartiles compared to 2021. We attribute this to a proportion of key people in leadership roles moving on as well as a number of our long-standing successful sales people taking maternity leave. The distribution of male and female employees by hourly pay remains much the same in the lower quartiles when compared to 2021.

Despite these influences, we are pleased to report that our mean gender pay gap has reduced by 6.87% since 2021 and our mean gender bonus gap has reduced by 1.38%.

In summary, our gender pay gap has seen a notable improvement in comparison to our 2021 figures. We recognise that there's more to be done and therefore our ongoing focus

remains to increase the number of women within our highest pay quartile, with a commitment to continuing their development through training, upskilling and internal development opportunities.

A handwritten signature in blue ink, appearing to read "Martin Flick". The signature is fluid and cursive, with the first name "Martin" and last name "Flick" clearly distinguishable.

Martin Flick  
CEO